

You might qualify for funding!  
Contact your local Missouri job center.

# ON-THE-JOB TRAINING & APPRENTICESHIP

Aid in skilling-up  
your workforce!

Your investment  
in either  
program can  
increase **your**  
**profit margin:**



Training specific  
to your needs  
results in  
reduced errors  
and shortened  
production time.



You choose  
who you hire.



Increased  
employee loyalty  
that results in  
reduced  
absenteeism and  
reduced turn-over.

## REGISTERED APPRENTICESHIP:

### Talent Management Framework

- Employer Driven.
- Participant/trainee is an employee.
- Combination of on-the-job learning (OJL) and related technical instruction (RTI).
- Minimum 1 year to 6 years.
- Trainees at a variety of skill levels.
- Progressive wage over time.
- Any employee can participate.
- Staff serves as mentor.
- Participant may be full or part-time while in training.
- The employer chooses eligibility guidelines.
- Experienced staff serves as mentor on the job for at least 2,000 hours.
- Funding assistance may be available for training costs.
- Contracts provide a percentage of wage reimbursement.
- OJT contracts can be a component of Registered Apprenticeship.
- USDOL Certification for employer and employee.



[jobs.mo.gov](http://jobs.mo.gov)

## WIOA ON-THE-JOB TRAINING (OJT):

### New Hire Onboarding Support

- Participant Driven.
- Participant/trainee is an employee.
- Training is specifically tailored to meet job skills deficiencies of a new hire.
- Maximum of 6 months.
- Comparable wage for job title.
- New hires who lack experience may participate.
- Staff serves as mentor.
- Participant must be full time (32 hour/week or more).
- Job Center determines eligibility
- Experienced staff serves as a mentor for a maximum of 1,040 hours.
- Funding assistance may be available to the worker for work related costs.
- Contracts provide a percentage of wage reimbursement.

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.